



**THE IMPACT OF TRAINING AND DEVELOPMENT MANAGEMENT
PRACTICES ON ORGANIZATION PERFORMANCE
AT UNIKL BUSINESS SCHOOL**

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**BACHELOR OF BUSINESS ADMINISTRATION
WITH HONOURS (HUMAN RESOURCES MANAGEMENT)
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
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**Submitted In Partial Fulfillment of the Requirement For
Bachelor of Business Administration with Honours
(Human Resources)**

**FACULTY OF BUSINESS MANAGEMENT
UNIVERSITY TEKNOLOGI MARA
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DECLARATION OF ORIGINALITY WORK



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“DECLARATION OF ORIGINAL WORK”**

I, Siti Najwa Binti Abdul Rahman, (I/C Number: 960702-56-5320)

Hereby, declare that:

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degrees.
- This project-paper is the result of my independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature: _____

Date: _____

LETTER OF SUBMISSION

Madam Azhana Binti Othman
Lecturer of UiTM Melaka City Campus
Faculty of Business Management
Universiti Teknologi Mara
110, Off Jalan Hang Tuah
75300 Melaka.

Dear Madam Azhana Othman,

SUMISSION OF PRJECT PAPER (HRM 672)

Enclosed here is the project paper entitled “**The Impact of Training and Development Management Practices on Organizational Performances at UniKL Business School**” to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA (UiTM).

Thank you.

Yours sincerely,

Siti Najwa Binti Abdul Rahman

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ABSTRACT

Achieving some standard of performance is the objective of all organizations because through these performances, organizations are able to grow and progress. Over the past twenty years, the field of training and development management practices has progressed to become the backbone of today's human resource practices. The purpose of this study is to investigate the impact of training and development management practices on organizational performance and to determine the direction of the effect as well as the most influential training and development management practices towards the organizational performance within UniKL Business School. This study is a quantitative research which had used the self-administered electronic questionnaire as instrument for the collection of data. The data was collected and viable out of possible 44 respondents which derive from the total population of 50 respondents. Sample selection was based on simple random sampling method. The data collected was then evaluated by using Statistical Package Social Science (SPSS) Version 20 Software. Using SPSS, numerous tests were converged such as Reliability Analysis, Frequency Distribution, Descriptive Analysis, Pearson's Correlation Analysis and Multiple Regression. The results indicated that training and development management practices which include Organization Learning, Training Need Analysis and Training Formalization are related to Organizational Performance.

KEYWORDS: *Training and Development Management Practices, Organization Learning, Training Need Analysis, Training Formalization, Organization Performance*